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**WID TO I, SHORT-TERM TECHNICAL
ASSISTANCE & TRAINING
QUARTERLY REPORT**
First Quarter, FY06
October – December, 2005

January, 2006

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NARRATIVE

TITLE

Quick Response, Short-Term Technical Assistance and Training Supporting Gender Integration in USAID Operating Units under Leadership of EGAT/WID, GEW-I-01-02-00019-00

Background

A contract to carry out this assistance was awarded to a consortium led by DevTech Systems, Inc. on September 30, 2002. The objectives of the contract are: 1) to support the efforts of EGAT/WID to further the integration of gender in all Agency policies, programs, projects, research materials, information systems and in multilateral and bilateral policy dialogue efforts; 2) to increase awareness of, information about, and skills for addressing gender issues; and 3) to provide intellectual and technical leadership in gender integration and the advancement of women in development.

Expected Results

Technical services provided will support USAID Missions, USAID operating units in Washington, and others (host country governments, NGOs, other USAID partners and other donors, etc.) requiring innovative gender expertise and approaches in assessment/analysis, design, implementation and evaluation of programs and projects to ensure that gender is included as a key development variable in all activities. These services will enhance the effectiveness and sustainability of USAID's development assistance by identifying and building on women's roles and capabilities and identifying and minimizing the constraints to women's participation in social, economic and political processes. Technical training on gender in USAID's various strategic focuses and sectors (economic growth, agriculture and trade; democracy, conflict and humanitarian assistance; and global health) will also be provided.

Project Core Activities

The Project Core Activities for the first quarter (October – December FY06) are divided into the following four parts:

- A. Activity Narrative and Task Report** – The Activity Narrative and the Task Report contain both a discussion and account of events covered during the reporting period, as well as planning for future undertakings done during the reporting period. The Task Report includes a timeframe for each event.

- B. Significant Results** – A summary of significant results accomplished to date.
- C. Project Management** – A report on what activities were accomplished to fulfill contractual responsibilities.
- D. Implementation Constraints** – A report of constraints to the fulfillment of specific contractual responsibilities, and adjustments made to the plan.

A.I. Quarterly Activity Narrative

DevTech responded to various requests from EGAT/WID and USAID Missions for Short-term Technical Assistance and Training (STTA&T) during the first quarter of FY06. DevTech also responded to requests for STTA&T from other USAID operating units including, the Last Mile Initiative (LMI) and the Office of Microenterprise Development.

During the first quarter DevTech continued providing technical assistance to USAID/EI Salvador. The consultant's contract was extended to continue implementation of the recommendations made in the 2004 gender assessment and to assist the recently-established Mission Gender Committee in incorporating gender considerations into the design, implementation and evaluation of their respective SO programs and activities. DevTech also fielded a four-person gender team to South Africa to provide technical assistance and gender training to Mission staff. The gender team provided sector specific gender training and will submit an overview report summarizing the results of the training sessions. DevTech received very positive feedback from the Mission that the gender team "managed to make an impact on attitudes and work plans in the Mission", and that the team was flexible and eager to work with changing schedules individual staff demands. Additionally, DevTech fielded a gender assessment team for USAID/Cambodia to conduct a comprehensive gender assessment of USAID/Cambodia's recently approved Strategy Statement.

DevTech continues to provide a significant amount of support to the West Africa Water Initiative (WAWI), which began in the fourth quarter of FY04. During this quarter, the workshop reports summarizing the results of gender mainstreaming workshops which were carried out in Ghana, Mali and Niger were finalized. The analytical report on the project's lessons learned has been drafted and is being reviewed and finalized for publication next quarter. DevTech continues to provide gender expertise to a project of the Microenterprise Development Office in collaboration with the IRIS Center at the University of Maryland to develop a manual on poverty measurement tools. A consultant is being identified to initiate phase II of the project. The final gender evaluation of the Office of Transition Initiatives (OTI) program in Afghanistan was completed this quarter and the consultant gave a formal presentation on the evaluation results. DevTech staff provided technical assistance to EGAT's Last Mile Initiative (LMI) to develop a gender strategy, which will include guidelines and

resources for integrating gender into LMI's activities. The final gender strategy is expected next quarter. DevTech also reviewed and made recommendations for including gender issues in the EGAT/NRM sustainable tourism training modules. The comments were well-received and it is expected that DevTech will provide further technical assistance to NRM on the sustainable tourism initiative in the future.

Demand for gender training continues to be an important aspect of the technical assistance provided by TOI. DevTech finalized and published gender training materials in Spanish that were developed by the DevTech consultant who conducted gender training for USAID/Paraguay. The training materials include steps for analyzing and integratig gender into USAID projects, case studies, and examples of indicators. DevTech also finalized a report summarizing the results of the gender training for USAID/AG partners at the Global Livestock CRSP conference in Dublin, Ireland. The gender training modules, developed by DevTech and TOI staff and senior technical advisors, were implemented and field-tested this quarter during the gender training sessions with USAID/South Africa Staff. The modules will be modified based on the field experience and will be reviewed next quarter for general application. DevTech also received requests from USAID/Uganda and USAID/Peru for sector-specific gender training, which will take place next quarter.

A.2. Quarterly Task Report

I. Technical Assistance to EGAT/WID

Tasks Completed this Quarter:

I. Country Strategy and Concept Paper Reviews

DevTech reviewed Africa Strategy Statements for Benin, Burundi, DR of Congo, Ethiopia, Ghana, Guinea, Kenya, Liberia, Malawi, Mali, Mozambique, Namibia, Nigeria, RCSA, REDSO, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, Sudan, Tanzania, Uganda, and Zambia

2. Technical Assistance to Missions

Tasks Completed this Quarter:

I. USAID/El Salvador

As requested by the Mission, DevTech extended the consultant's contract to continue providing technical assistance in implementing the recommendations made in the 2004 gender assessment for integrating gender into El Salvador's Mission programs.

2. USAID/Cambodia

A Gender team traveled to Cambodia October 17-28 to do a comprehensive gender assessment of SOs identified in USAID/Cambodia's recently approved Strategy Statement. A brief trip report can be found in annex II of this report. A draft report summarizing the team's assessment has been submitted and will be finalized next quarter.

Tasks Planned for Next Quarter:

1. Summary report on the gender integration activities in USAID/El Salvador programs and recommendations for next steps.
2. Finalize the gender assessment/analysis of the program components of USAID/Cambodia's Strategy Statement.
3. Finalize the report on the technical assistance and training to USAID/South Africa staff.
4. Respond to a request for a gender assessment for USAID/Haiti

3. Technical Assistance to Other USAID Operating Units

Tasks Completed this Quarter:

1. West Africa Water Initiative

Short-term gender mainstreaming technical assistance for field partner organizations in the West Africa Water Initiative (WAWI). The final workshop reports, summarizing the results of the gender mainstreaming workshops, were submitted this quarter. Additionally, the WAWI quarterly report, detailing the work completed during the final months of the project (July – Oct, 2005) was submitted to DevTech last quarter and can be found in annex III of this report.

2. EGAT/PR/MD

A DevTech consultant providing technical assistance to the Microenterprise Development Office to collaborate with the IRIS/University of Maryland to incorporate appropriate gender considerations in the development of household poverty measurement tools.

3. EGAT/NRM

A collaborative effort with the NRM Office to integrate gender into a series of Sustainable Tourism training modules. TOI staff reviewed and made recommendations for including gender considerations in the training modules.

4. USAID/Afghanistan, OTI

The evaluation report of the gender aspects of OTI's program in Afghanistan was finalized this quarter.

5. LMI Gender Strategy

DevTech TO I staff, in collaboration with an externally-funded consultant, is providing technical assistance to EGAT's Last Mile Initiative to develop a gender strategy. The gender strategy will include guidelines and resources for integrating gender into the Last Mile Initiative's information technology communications activities globally. A revised version of the gender strategy was submitted this quarter to the LMI Team and DevTech is awaiting feedback.

Tasks Planned for Next Quarter:

1. Continue work with EGAT/NRM on integrating gender into the Sustainable Tourism initiative.
2. The WAWI final analytical report on lessons learned will be submitted
3. Continued technical assistance on gender to EGAT/PR/MD
4. The final gender strategy for LMI will be submitted to EGAT/WID.

4. Trainings and Workshops

Tasks Completed this Quarter:

1. USAID/South Africa

DevTech fielded a four-person team October 10-31 to provide technical assistance and gender integration training to USAID/South Africa staff per the recommendations made in the 2004 gender assessment. A trip report summarizing the gender team's activities can be found in annex I of this report. A draft report of the results of the training and TA was submitted this quarter and will be finalized next quarter.

2. USAID/Parguay

The gender training materials in Spanish were finalized this quarter.

3. CRSP/GL Training

The report on the results of the gender training was finalized and submitted this quarter.

4. Gender Training Modules

The training modules were field tested by the gender team that provided training to USAID/South Africa staff this quarter. The modules will be modified based on evaluations from the field experience.

5. USAID/Uganda

Devtech identified a consultant to provide three two-day gender integration workshops for approximately 100 participants with the Agricultural Productivity Enhancement Program (APEP) in Uganda. The workshops are planned for February, 2006.

Tasks Planned for Next Quarter:

1. Continue preparation and refinement of the gender training modules.
2. Gender integration training and technical assistance to USAID/Uganda.
3. Pending requests for sector-specific training in Peru.

5. Communications, Reporting and Dissemination

Tasks Completed this Quarter:

1. Submitted Quarterly Report (July-September, 2005) to EGAT/WID and the Development Experience Clearinghouse (DEC).
2. Submitted report on evaluation of gender aspects of the OTI program in Afghanistan to EGAT/WID and DEC.
3. Submitted Spanish language gender integration training materials (produced by a Devtech consultant working with USAID/Paraguay) to EGAT/WID and DEC.
4. Submitted the report summarizing the gender training conducted for the USAID/AG partners at the Global Livestock CRSP conference to EGAT/WID and DEC.
5. Submitted a comprehensive workshop report detailing the results of the gender mainstreaming workshops conducted in coordination with WAWI in Ghana, Mali and, Niger to EGAT/WID and DEC.

Tasks Planned for Next Quarter:

1. Issue Quarterly Report (January – March, 2006)
2. Finalize the WAWI analytical report on lessons learned.
3. Finalize the gender assessment for USAID/Cambodia
4. Finalize the training report for USAID/South Africa
5. Finalize the LMI gender strategy

B. Significant Results

The positive feedback received from USAID/South Africa following the training and technical assistance provided Mission staff reaffirms the demand for TA and training. The requests for sector-specific gender training have also increased, as has the consultant base to provide such training. Importantly, in many cases these requests have come as follow-up to earlier gender assessments. The resource CD and gender training modules continue to receive positive feedback.

C. Project Management

DevTech continues to respond quickly and effectively to requests from USAID for technical assistance and training. The scope and number of activities completed to date have provided a large consultant pool for fielding new requests and DevTech also

continues to invite participation from its subcontractor partners on many activities. A recent lag in demand, probably due at least in part to uncertainty about change in the USAID programming process, has allowed core staff opportunity to further the development of training modules and technical tools.

D. Implementation Constraints

TOI has felt the effects of uncertainties about changes in USAID, including proposed changes in ADS requirements for gender assessments at the Mission level. In particular, TOI has experienced a drop-off in demand for Mission-wide gender assessments, which formed the bulk of the requests at the initiation of the project.

The longer term technical assistance, such as that provided for the West Africa Water Initiative has presented challenges not encountered in TA covering shorter and more discrete time periods. The most significant are procedures for long-distance management of financial and supervisory obligations for the national consultants, in the absence of a field office.

Trip Report

Country: South Africa

Dates: October 8-31, 2005

Purpose:

To help the South Africa USAID mission better understand the complex issue of gender and thus improve its ability to mainstream gender issues into the new rolling action plan as well as ongoing and future activities.

Team composition and responsibilities:

- Maggie Range— Team Leader, lead on drafting curriculum and report, Co-Lead on Health Team training
- Dian Svendsen – Education Team training, Organizational Learning Cycle, Participatory Evaluation
- David Omambia – Co-Lead on Health Team training and Regional HIV/AIDS Program (RHAP) technical assistance
- Susan Somach – Project Cycle/ADS training component for all training; Democracy & Governance, Local Government Services, Economic Growth training; assisted with TA to RHAP

Brief statement about what the team did:

Over the three-week assignment, the Training & TA Team provided several types of training and technical assistance to more than 100 staff members, 39 men and 64 women.

1. Preparatory meetings (30-60 minutes) took place with each SO team, regional team, and technical support offices. During these meetings, the Mission staff completed (1) self-assessments of their gender knowledge, (2) self-assessments on the collection, analysis, and utilization of sex- disaggregated data, (3) the support offices explored the relevance of gender to USAID work, and (4) the SO teams reviewed the specific 2004 sector recommendations. These meetings helped refine the training designs that were tailored to specific group needs.

2. Gender Awareness Training for the regional and support staff (Four 3-hour sessions)

Gender Basics:

- Relevance of Gender to USAID and staff
- Preview of A Gender Tool & Exercise to Think About Gender in Projects

3. Gender Skills Training & Action Planning for the six SO teams. (One 3-hour and one 6-hour session/team)

Gender Skills Training & Facilitated Working Sessions:

- Identifying Gender Considerations in the Project Cycle
- Categorization of Project Results by Gender Equality
- Identification of Sector Gender Issues
- Review & Revision of 2004 Gender Assessment Recommendations
- Development of SO Action Plans

During the course of the training, the team added a segment on Conducting Participatory Evaluations, especially appropriate for reviews with and by partner organizations. In addition, follow-up meetings were held as needed with individual sector members and the Gender Focal Point, as well as members of the Gender Action Team, Human Resources, and various individuals from the regional teams, and support offices. Two team members also met with representatives from IDASSA, a local partner. At the conclusion of the visit technical assistance visit, the Team provided a three-hour debriefing session for the Front Office and a 30-minute open debriefing for Mission staff.

If a training course was conducted, please include the number, disaggregated by sex.

Over 100 USAID South Africa Mission staff members, 39 men and 64 women, participated in training and technical assistance.

Accomplishments:

Maggie Range:

- Very positive responses, including notable self-assessment changes in awareness, knowledge, and attitudes, per pre- and post-assessment instruments.
- Extremely positive response from support staff and contract office, who wanted additional information.
- Delivered a gender resource CD to all staff, a number of gender manuals and 10 health/HIV/AIDS CDs to health and HIV/AIDS personnel.

Dian Svendsen

Team Accomplishments:

- Daily feedback from the gender training sessions, consisting of a pre- and post- self assessment, strongly indicated that Mission staff increased their understanding of gender and how they can more effectively integrate it into their work.
- All SO teams completed action plans for integrating gender

Individual:

In addition to taking the lead on some training, and contributing through facilitating sessions in most group trainings, I also

- Introduced and tracked daily feedback for all training
- Introduced and tracked a pre- and post-training self-assessment process
- Introduced organizational learning as an approach to help integrate gender organization-wide
- Facilitated several sessions on integrating gender in participatory program and project evaluations.

Susan Somach

- Provided gender training to virtually all USAID/South Africa staff, including administrative staff
- Worked with SO teams to integrate gender considerations into their portfolios through the development of action plans
- Further developed curriculum and tested gender training modules

Problems & Challenges:

Maggie Range

Staff members were awaiting changes in ADS and guidelines, so they built upon existing programs and projections if more funds became available. SO planning could not be precise. Health team especially focused on PEPFAR (only two program people working on primary health care and TB), which constituted approximately 70% of the entire Mission's funding.

Dian Svendsen

- I believe the team was too large for the SOW. I think a team of 2-3 would have been sufficient. Perhaps more detail on what was expected of each would have helped to highlight this earlier.
- The “gender awareness” training would have been more effective if we could have had 3-4 larger groups, rather than 6-7 smaller groups. Sometimes we had almost as many facilitators as participants! Also, the group interaction is richer when there are 10-15 participants, instead of 3-4.

Susan Somach

- Drafting curriculum. The curriculum was not fully developed and did not initially match the needs of the Mission. The original curriculum was designed generically, but the SOW contemplated sector-specific training.
- Uneven workload. The workload was not evenly divided among the four team members.
- Drafting report. Planning for the report began late in the third week, resulting in unnecessary time pressure and sloppy work.
- Last minute preparations for debriefing – planning for the debriefing began only the day before without adequate interaction with the front office to confirm their interests and preferences.
- Inadequate sharing of information. Although the team met regularly at the end of the day, there was inadequate structure and attention to regular updates of information
- Scheduling issues regarding use of time outside of 8:00am – 5:30pm timeframe. Team members had different work time preferences (i.e., early morning vs. evening, timing for weekend work)
- Personality and professional differences, perceived differences based on Myers-Briggs.

David Omambia

- Initial resistance by some members of sector teams until they went through the gender training. Gender has most of the time been seen as a separate not an integrated activity. Non-sector teams were more receptive to gender during the overview sessions and found a lot of relevance to their work and life.
- Some sector staff missed training because they were traveling on duty. The Regional HIV/AIDS program team could not finalize their action plan they were attending the financial management training which was going on the week the gender team was finalizing the report

Lessons Learned:

Maggie Range

Gender awareness training (3-hour intros) could be combined for more efficient use of time among sector staff. In addition, bringing sector people together for the introductory material and a taste of gender analysis could build Mission team work. (In this case, it was not possible because of additional training and Mission activities going on simultaneously.)

What worked well:

- Discussing training styles, strengths, weaknesses, and hot button issues in advance among trainers. Myers-Briggs background is helpful.
- Designing training from the perspective of the extremely busy Mission staff who are rarely if ever going to sit down and do a gender analysis matrix on a project.
- Focusing on simple ideas, easily remembered, knowing the right questions to ask.
- Using short one-paragraph project descriptions gave people a surprising variety of perspectives, introduced them to issues of gender in many sectors, and generated surprisingly good discussions.
- Having one team member very familiar with USAID-speak and documents.

Next time:

- Have a more complete schedule of deadlines for report sections to be completed, at least one day before the team member departs so that corrections and additions can be made before the first draft is submitted.

Lesson Learned: The color of markers is a gender issue in that up to 20% of males are color-blind and cannot read red clearly.

Dian Svendsen

- Detailed, clear SOW can help to determine team size and clarify responsibilities.
- When using participatory approaches, fewer, but larger, training sessions are usually more efficient and effective.

Susan Somach

- Designate a team leader who is comfortable with taking on that role and responsibility
- Establish individual SOWs for each team member in advance, and ensure that workload and specific administrative responsibilities are appropriately distributed. This is especially needed when the team is larger than two individuals.
- Designate responsible individual for making sure training rooms, flip charts, LCD projectors, markers, paper, photocopying, etc. needs are met.
- Consult with Mission staff regarding debriefing earlier enough to avoid last-minute confusion and unnecessary stress.
- Planning for writing the report should begin earlier in the consultancy to maximize use of time when team is together and in-country. Designate responsibility for various sections of the report early enough to ensure inclusion and quality control.
- Resolve technology issues (e.g., ability to use computer programs, etc.) prior to arrival at Mission to ensure smooth flow of work.

David Omambia

- Gender as a concept is still seen as a women issue, not an integrative and cross cutting issue. It is not good to assume that people who are working in projects really understand what gender is all about.

Trip Report

Country: Cambodia

Dates: October 14-30, 2005

Purpose: To carry out a gender analysis on USAID/Cambodia's focus areas for future program development and activity design, and a gender assessment documenting USAID/Cambodia's successful efforts to address gender issues and recommending ways to strengthen these efforts.,.

Team composition and responsibilities:

Virginia Lambert, team leader and primary consultant for education, health, and private sector.

Charla Britt, primary consultant for governance programs

Prok Vanny, local consultant

Susan Hagadorn, local consultant focusing on health

USAID/Cambodia Mission Staff

Darlene Foote, IWID Fellow and monitoring, evaluation, and gender specialist

Sar Sovannary, Administrative Asst. to the Mission Director

Brief statement about what the team did

Interviews were conducted with government officials, donors, NGOs, union organizers, private sector employers, project implementers, and commune councilors. In addition to the meetings in Phnom Penh, the team had a three-day field trip to interview field implementers in Battambang and Pursat provinces. The team had initial meetings with USAID SO teams, the Program Officer, and the Mission Director, and a final Mission debriefing with Mission management and staff.

Accomplishments:

The team split into two groups during the entire two weeks and both teams had a full schedule of interviews. All team members (except USAID/Mission staff) contributed to the specification of conclusions and recommendations.

Problems:

The schedule was set primarily by the Mission gender specialist. Having the logistical arrangements done by the Mission was a tremendous assistance to the team because these arrangements are very time consuming. The only problem in this arrangement is that the ex-pat consultants had little input in determination of who and what organizations were consulted, and there was minimal flexibility to adjust the schedule in the latter days to build on leads or ideas that arose in the early interviews. This may have contributed to some gaps in information.

The separation of the gender analysis and the gender assessment as specified in the SOW appeared in the writing to be somewhat artificial. The report was difficult to write, and the two parts are repetitive on certain points.

Lessons Learned: It was somewhat awkward to have the Mission gender advisor participate as a part of the field team and at the same time be the principal client for the work. In her dual role she participated in interviews and guided the direction of the investigation, but she did not contribute much to the analysis, conclusions, or recommendations, or, importantly, the writing. Inevitably, there was tension between her role and that of the team leader.

Quarterly Report – July to October 2005

WAWI Gender Mainstreaming Activities

Elizabeth Akpalu (Ghana), Mariama Amadou (Niger), Aisse Diarra (Mali)
Jeanne Koopman (U.S.)

Introduction

Major activities for the quarter (prolonged by one month to the extended project completion date of Nov 1st) were partner-planned follow-up meetings and training sessions subsequent to the project's major gender mainstreaming workshops held in each country in June. The national gender consultants also wrote their workshop reports, project completion analytical reports and final quarterly reports. The project completion reports and the quarterly reports are annexed to this report.

DevTech was informed that the USAID Water Team plans to continue support for three national gender experts for a second year through an existing contract with ARD. The national consultants have included recommendations for the expected project extension in their project completion reports. A summary of these recommendations can be found in the DevTech project completion report.

Since the Devtech project completion report emphasizes the technical achievements and lessons from this year-long support of gender activities for WAWI partners, this final quarterly report includes a section that discusses important administrative and management difficulties encountered by the project and related recommendations.

Review of July through October Activities

Mali

Following the June workshop, the consultant presented a report to the WAWI partners at their monthly partners meeting. She also planned a series of activities with individual partners who had requested specific types of assistance after the workshop.

The Regional Department of Hydraulics in Segou (a major site of WAWI activities) organized a two day mini-workshop (*Journées de Reflexion sur le Genre*) that was supported by the Malian gender consultant and financed by Alphalog, a local partner of WaterAid located in the Segou Region, and by World Vision, which has major WAWI-supported field activitiess in Segou. Fourteen people participated: one each from Alphalog and World Vision, one from CARE, three from the local administration, and the remainder from the Department of Hydraulics and Sanitation. The program focused on gender in projects dealing with water, hygiene and sanitation. After engaging in exercises to make the major concepts of gender clear and reviewing gender statistics specific to Mali, the workshop concentrated on issues related to the integration of gender in water, hygiene, and sanitation projects (again using participatory exercises and case studies). The second day concentrated on an exchange and analysis of the participants own experiences in matters of gender and water/sanitation affecting their work. Copies of the case studies used and other African cases were distributed to participants.

Participants expressed appreciation for the opportunity to analyze and share their own experiences with gender and for the materials distributed. They recommended that the training session be enlarged to include local agencies and actors dealing with water, hygiene, and

sanitation, specifically at the district administrative level. They also requested further assistance from the gender consultant in gender sensitive problem analysis and project planning/monitoring tools to apply in their actual fieldwork, as well as assistance during their initial attempts to apply these tools at the community level. (An 18 page report on the Department of Hydraulics mini-workshop is available in French from DevTech.)

The Mali consultant also organized support activities requested by three other local NGO partners of WaterAid and by Global 2000 and the National Program of Struggle against Blindness (PNLCC). The work was conducted with two separate women's associations and their male partner associations. It was supported by two WaterAid local NGO partners, management- support committees in a community organized by Jigy, a WaterAid partner, and the women's associations of two villages assisted by Global 2000 and PNLC. Themes of these activities were chosen by the organizations requesting assistance. They included: introduction to gender and the role of women's associations, gender relations in the Nafadji project, gender concepts and their importance in the struggle against trachoma, and gender concepts and their importance in project development.

Niger

Follow-up activities to the Niger gender mainstreaming workshop were seriously affected by the top personnel turnover at World Vision, the difficulties between WAWI and the Department of Hydraulics, and the famine set off by last year's drought. Famine-related activities took up much of the time of many WAWI partners during this period, particularly UNICEF, World Vision, and the government Division of Social Development.

The consultant visited workshop participants in Maradi and in Zinder in order to evaluate their workshop follow-up activities. All participants had reported on the workshop to their colleagues. In large part due to famine activities in August and September, however, none had attempted to use the socio-economic and gender analysis and planning tools in their normal work. Four people, however, had attempted to use tools learned in the gender mainstreaming workshop as part of their food distribution work.

A follow-up to the June workshop was held on November 9-10 for partners like AKI, ITI (International Trachoma Institute), PNLCC (National Program for the Struggle against Blindness), and Lions Club, which had not been able to attend the Maradi workshop. The focus of this mini-training was the gender-sensitive PRA-based tools (Participatory Rural Appraisal) along with discussions to help participants understand the pertinence of gender in participatory approaches to development. As in Mali, participants felt that two days were too short to master the tools and plan how to use them in their work.

Ghana

The Ghana program, so richly conceived, again ran up against administrative difficulties, both in sorting out the expense accounting process vis-à-vis the June workshop, and even more importantly due to the continuing difficulties between the consultant and the consulting firm responsible for paying her travel expenses in having funds available in time for the consultant to carry out activities.

A series of workshop follow-up activities had been planned for August through October at the request of partners. The most important of these was technical assistance visits to workshop

participants who were undertaking a process, begun at the workshop, of actually integrating gender analysis and gender-sensitive planning and monitoring into their organizational work plans. Mainstreaming gender into individual partner work plans has been an objective of the gender program since the February 2004 workshop. In 2004 it was premature to attempt this advanced step in gender mainstreaming in Ghana (as it was in 2005 in Mali and Niger), because people had a limited concept of gender mainstreaming and of the tools and methods that can be used to produce a gender-sensitive and gender-equitable program. Since participants in the June 2005 Ghana workshop were ready to take this step, it was disappointing both for the DevTech gender consultant team and especially for the partners to learn that the consultant could not travel to Tamale to support their work. According to the Ghana consultant, ARD did not respond to the consultant's request for travel authorization and funding. This type of action, which began with the cancellation of two trips in April and May, has had profoundly destructive effects on the Ghana program.

The consultant was able to work during this period in Accra, where she resides. She responded to a request from the Water Aid national gender focal person to help her carry out the process of increasing the attention to critical gender issues in the Water Aid country program for the next five years. Not knowing that the WAWI gender program would be continued, the consultant referred the Water Aid gender specialist to SNV (Netherlands development agency) for further assistance in training a relatively large number of people that Water Aid has designated as gender focal persons. The SNV support program for capacity building in gender mainstreaming will be an excellent resource to enhance the sustainability of Water Aid's extended gender focal person program.

Difficulties Encountered

Since the summary DevTech project completion report concentrates on the technical experiences and related lessons from this first year of WAWI gender consultancy activities, this section reviews some of the most important administrative and management difficulties encountered by the gender consultants. The most serious difficulties concern the financial administration of the project and the communication breakdowns between the gender consultants and USAID supported agencies that were overseeing their activities.

Difficulties with having three funding sources for project activities

One of the main structural problems of the project was the division of funding for its various activities among three different organizations. This funding model created serious difficulties for all the national consultants; in one case it severely damaged the program.

DevTech hired and paid the gender consultants, and covered the day-to-day logistical expenses of the international consultant and international travel-related expenses for national consultants. The national consultants' day-to-day logistical expenses were paid by the Mali-based office of another consulting firm, ARD. The consultants thus had two firms to which they provided financial accounts. Furthermore, a *third* institution, the WAWI Secretariat, initially was identified as a potential source of funds for the gender workshops in each country. (The difficulties encountered with the latter arrangement are related in the section on workshop funding below.)

Short-term technical assistance management structure was not appropriate for WAWI gender program

The EGAT/WID Office support to WAWI was implemented through their Task Order with Devtech Systems, for Short-term Technical Assistance and Training. Accordingly, the management structure of the WAWI gender mainstreaming program was based on a short-term technical assistance model that is the norm for the majority of activities under DevTech's Task Order, where a consultant implements activities in the field for about four weeks and accounts for related expenses through an individual expense report. This structure was not well-suited for the nature of this year-long activity involving extensive field travel, a series of training workshops, and significant administrative support needs on the ground. This structure lacked flexibility to make funds available in the field quickly and to provide administrative support because of a lack of field staff and offices. As a result, the large burden of financial reporting and administration was placed on the international and the national consultants who did not have the training, the time or the authority for these responsibilities. The country where there were the fewest administrative and financial problems was Mali, where ARD, one of the funding organizations, has an office with which the consultant could liaise regularly.

Difficulties with DevTech's budget

The EGAT/WID-supported DevTech Scope of Work included an illustrative budget for anticipated costs. As with all activities under DevTech's Task Order, DevTech and USAID understood (and communicated to the international consultant) that the budget was illustrative and if costs surpassed what was budgeted, a budget amendment may be requested from USAID.

DevTech's original budget underestimated the extent and cost of regional travel for the international and national consultants. For example, the international consultant provided technical guidance through email and phone calls in lieu of a 2nd planning trip to Ghana, in part because of the difficult logistics involved with travel between Niger, Ghana and Mali. Similarly, the difficult regional travel and cost was one factor (among others) that led to the international consultant not traveling to Ghana for its gender workshop, which did pose serious problems. (See below in section on workshop funding)

The budget also included a small amount for support of in-country training or individual support activities of the national consultants. However, because of the division of funding sources for the project, the amounts that might be available to each consultant to budget for individual activities or for the major project workshop were not clear, making planning difficult.

The rationale for the low amount of program funding in the DevTech budget was two-fold. First, USAID wanted to encourage WAWI partners to pay associated expenses when they requested assistance. This approach was reasonable and would have worked had all WAWI partners and associated government agencies been receiving funds from USAID. But they were not. The consultants, who had to deal with some 15 Agencies each, had a very hard time planning an inclusive program for WAWI partners under these conditions. Second, the original program was envisioned as primarily one of direct personal technical assistance of the consultants with the partner organizations, without extensive program support expenses.

Coordination with other WAWI activities

The unforeseen cancellation of the international consultant's participation in the Ghana workshop was necessitated by the fact that the timing of the three workshops could not be fixed well in advance. This was in part due to difficulties in communicating with the WAWI Secretariat. There were many conflicting WAWI-wide activities taking place in May and June 2005 and WAWI official plans (or changes in plans) were not communicated to the national consultants.

This gap in central coordination had an unfortunate effect on gender workshop planning. Due to conflicts with other WAWI activities, the Niger and Mali workshops had to be re-scheduled at essentially the last minute. At this point, the Ghana consultant was reluctant to reschedule timing that had been carefully worked out with partners simply in order to fit within the international consultant's new travel program. In the end, there was a nine-day gap between the final day of the Mali workshop and the beginning of the Ghana workshop, and the unfortunate decision was made that, given the timing issue and finite funds for international travel, the international consultant would not attend the Ghana workshop. The lack of participation in the Ghana workshop by the international consultant would not have been as serious a problem as it became had World Vision not withdrawn its gender expert as workshop co-leader. The subsequent need to hire an independent consultant for the Ghana workshop created a very difficult situation vis-à-vis USAID rules, which had unfortunate post-workshop repercussions. (see below)

Difficulties with workshop funding

The national gender workshops held in May-June 2005 originally had no firm source of financing. Sufficient workshop funding was not included in DevTech's budget even though workshops were a major part of the DevTech consultant team's terms of reference. The USAID Water Team expected and communicated to the consultants that the workshops would "probably" be financed by a \$20,000 grant USAID had given to the WAWI Secretariat for gender training. The team was warned, however, that the Secretariat was not under any obligation to finance the workshops.

This very loose financing arrangement was problematic because the consultants needed to plan the workshops in collaboration with both WAWI-funded partners (who were expected to pay the expenses of their participants) and with WAWI-associated, but not WAWI-funded agencies. Naturally, the consultants had difficulty obtaining a commitment from non-funded agencies for a workshop on gender mainstreaming (a vague concept to people without gender training) when they could not say if the project would cover the costs of their participants.

In addition to the inherent uncertainty about whether the Secretariat would finance the workshops, the gender mainstreaming team experienced serious problems in communicating with the Secretariat. The consultants often received no responses to e-mails. The international consultant finally learned by phone that the workshops had to be re-scheduled. And then, after detailed proposals and budgets were prepared and presented, the team was informed that the Secretariat would not contribute funding to the gender workshops.

In the end, the workshops were financed by a budget amendment to DevTech's budget through the USAID/WID Office. Had this financing not been available, a major portion of the gender

mainstreaming project would have failed. The WAWI Secretariat did later use at least part of the \$20,000 USAID grant it had received for gender training by financing one gender workshop in Ghana in July 2005, very soon after the DevTech-organized workshop. The DevTech consultants received no information about who attended that workshop or how it was organized. This lack of information sharing between the WAWI Secretariat and the gender consultants on other WAWI's activities prevented the gender mainstreaming activities from having a stronger impact.

The confusion over what expenses should be attributed to which organization, due to the presence of funding through both DevTech and ARD, carried into the financial reporting for the workshops. When workshops were conducted outside the consultant's hometown, for example, USAID particularities with respect to defining expenses as part of a workshop budget or as part of the logistical expenses to be paid by ARD were difficult to sort out. In Mali and Niger, the international consultant was available to help with the financial accounting. Both francophone consultants emphasized to the international consultant that without her detailed assistance at the time of preparing the financial reports, they could not have managed to produce a correct financial report.

The Ghana consultant, without the assistance of the international consultant, had a highly successful workshop followed by a terrible experience sorting out the financial report. This situation stemmed in part from the decision of the international consultant not to attend the Ghana workshop. This was not only a mistake, it was a breach of contract for the Ghanaian consultant whose terms of reference had stipulated that the international consultant would assist in and even take responsibility for conducting the workshop.

Unfortunately, in the absence of the international consultant, the plan to have the World Vision gender expert serve as the second trainer for the workshop (at World Vision's expense) was not possible when the World Vision colleague was sent on another assignment. A four-day workshop of this type clearly requires a second trainer, and the Ghana consultant identified another gender trainer to work with her. This late change, which was not included in the budget and not formally communicated to DevTech until after the workshop, caused considerable difficulty in resolving the workshop budget and financial accounts after the fact. This situation seems to illustrate the problems associated with long-distance management of the activity. Both the national and international consultants were frustrated by the requirements of USAID budgets and reimbursement, their lack of knowledge about the requirements, and the time expended in dealing with complex financial accounting.

Difficulties with funding for national consultants' in-country travel

Serious difficulties were created by the consultants' need to address ARD, a second consulting firm in addition to DevTech, for their logistical support and in-country travel expenses. ARD faced this situation well by deciding to advance about \$300 to each consultant for logistical expenses. The consultants then provided ARD with a financial report before requesting additional funds. The system was reasonable, but there were problems in implementation. For example, there was often a significant lag between the consultant request and the advance when the head of the ARD-Mali office was traveling.

The delays were most problematic for the Ghana consultant, who had to travel from her home in Accra to Tamale in order to work directly with partner organizations. A number of issues

were cited as explanations. To authorize the first trip, for example, the consultant was asked to provide more information about the workplan for the activities as well as evidence of DevTech approval of the plan. Additional delay was attributed to problems with receipts submitted earlier by the consultant. Eventually, this trip was cancelled because partners' schedules could not accommodate later dates. Similar delays and a cancellation occurred for a second planned trip. For the most recent trip planned to support workshop participants in mainstreaming gender into their action plans, according to the consultant, ARD simply stopped communicating with the consultant.

The Mali and Niger consultants did not experience this type of difficulty nor did they request the same number of trips to the field as the Ghana consultant. The Mali and Niger consultants have now both strongly recommended, however, that in the next phase of the gender mainstreaming activity, national consultants spend much more time working at field level with WAWI partner field agents and managers. The ability to implement this effective hands-on approach will require that the financing difficulties that tripped up the Ghana program are changed for the next phase of the gender program.

Recommendations

1. Medium to long-term technical assistance activities, like the gender mainstreaming program, should be planned with mechanisms for providing appropriate support in the field to allow consultants flexibility to carry out approved activities as planned.
2. In the gender mainstreaming activities that will be continued in 2005-2006, the WAWI Secretariat should strengthen its sharing of information with the gender mainstreaming consultants in order to facilitate synergies for their program, avoid duplication of activities, and ease in the scheduling of trainings and technical assistance.
3. It is absolutely critical that the agency charged with providing logistical support to the national consultants provide timely and adequate financing as the gender program evolves. Of course, supervisors must require appropriate financial accounting by the gender consultants, but they also have a responsibility to facilitate proper accounting by providing the gender consultants with appropriate assistance in navigating the rules for financial accounting and for requesting funds. It is recommended that the agency in charge of logistical support provide consultants with *detailed written instructions in English and in French* on how fund requests must be written and how financial accounting must be done.
4. The agency providing logistical support should make a strong attempt to have someone available to respond to consultants' requests for information and queries via phone or email particularly when the primary supervisor is unavailable. To do otherwise risks causing delays in the program that may not be possible to reschedule, as was the case with the Ghana program.
5. When the administrative supervising agency questions the appropriateness of a specific activity to the gender mainstreaming program, it should do so quickly. Unfamiliarity with the methods a particular gender consultant is using should not be a reason to unduly delay

and disrupt the activities she has planned with WAWI partners. Similarly, administrative or accounting questions need to be handled expeditiously. In a tightly structured program in which the national gender consultants are working with a wide range of partners, an activity that is cancelled for administrative reasons is likely to be permanently lost.

QUARTERLY REPORT JULY-SEPTEMBER 2005**Elizabeth Akpalu, Accra, Ghana**

Follow-up activities planned for August –September 2005 could not be implemented because of long drawn out questions relating to the expense report of the WAWI Gender Mainstreaming Workshop held in June 2005.

As you were aware the expense report was long drawn out and complicated thus taking an entire 3 months to resolve the issues and concerns. There were numerous e-mails on a daily basis which I had to respond to ever so often. This took up much of my time, energy and efforts.

Eventually when the contract was extended to November 2005, I planned to spend 10 days (17-27 October) undertaking the planned follow-up activities. Unfortunately, as of today October 28th ARD has refused to respond to my authorization to travel to Tamale to undertake the planned follow-up activities.

During the month of August and a few days in September, I helped the Water Aid National Gender Focal Person who having benefited from the June workshop requested for assistance to input into the Country Programme for the next 5 years beginning 2006.

I was able to assist her because I have worked closely with her since the WAWI consultancy started. I introduced and directed her to SNV for further assistance in the training of Water Aid Gender Focal Persons (WAGFP) after the WAWI consultancy ends. The SNV programme of support for capacity building would be a great resource/facility to enhance the sustainability of WAGFP.

With the extension of my contract to November 1, 2005 I have taken 10 days to go through my work for the period of Nov 2004 to date in order to prepare the final report.

Challenges

1. The major challenge encountered in the last quarter was from DevTech Systems – the resolution of the June Workshop expense accounts
2. The lack of cooperation received from ARD
3. WAWI secretariat organizing another gender mainstreaming workshop soon after the June one

Recommendations

1. There is the need to end the project on a harmonious note
2. The need to afford me the opportunity for a follow-up meeting with the stakeholders in Tamale to evaluate their individual Action plans and provide the necessary individual technical assistance
3. DevTech Systems allows me to undertake this end of project evaluation and follow-up to the individual action plans developed at the June workshop to be able to recommend suggestions for the way forward

Final Report on WAWI Gender mainstreaming Project

Elizabeth Akpalu
November 2005

I Rationale for Mainstreaming Gender in Water and Sanitation

In Ghana, Water and Sanitation are two areas which involve public sector actors like the District Assemblies under Local Government and Rural Development; Ministry of Works and Housing; Ministries of Health and Education; Ministry of Women and Children Affairs (MOWAC); Community Water and Sanitation Agency; Ghana Water Company and various private sector entities such as NGOs and Faith Based Organizations all engaged in infrastructural development and service delivery.

Water and sanitation under Ghana's development agenda Ghana Poverty Reduction Strategy Paper (GPRSP) are critical areas to focus on to reduce poverty. Water and sanitation involve different levels of governance and development at the **Micro level** – families, households and communities which I consider play a critical role in the Northern regions of Ghana (this is based on my own assessment and that of the UNICEF Programme Officer).

The next level is the **Meso level/District Assemblies** where we have the Metropolitan executives under the Ministry of Local Government and Rural Development (MoLGRD), district planners and others who need to understand the relevance of gender mainstreaming. The operators at this level are critical collaborators to ensure sustainability but unfortunately WAWI partners especially WV is weak and ineffective in consolidating this partnership.

The **Macro/Policy level** includes the Ministry of Works and Housing (MOWH), Ministry of Women and Children Affairs (MOWAC) and the Ministry of Local Government and Rural Development (MOLGRD).

Policy on water is formulated at this level. Several attempts have been made to streamline the policy on water and to incorporate a gender dimension into the policy since the Government considers women as a mainstream interest group.

The MOWH only assumed full responsibility to coordinate all issues pertaining to potable water in 2004. A draft policy was circulated of which I was given a copy by UNICEF to be shared with the other partners.

I dwelt mainly on the section on gender mainstreaming. Although this section was not discussed at the workshop, partners were urged to submit their comments based on the insights they gained at the workshop. My reference to the Macro/policy level was to state that although WAWI partners can not directly be a part of the policy process at the Ministerial level, they can influence the section on gender mainstreaming by sharing their experiences in the field.

WAWI Partners

1. World Vision (WV)
2. Water Aid – New Energy
3. UNICEF – working through:
 - a. District Assemblies
 - b. District Health and Hygiene Coordinators

- c. Environmental Health Officers
- d. Tamale Metropolitan Assembly- Hygiene Educators
- e. Regional Health Environmental Health Coordinators

These meso level operators are responsible for public education in water and sanitation in the community and schools. With the knowledge gained they will be able to undertake sustained public education. Although UNICEF works through coordinators at the district level, WAWI has also started an initiative at the district level of School Health teams comprising of:

- Ghana Health Service Nurse
- Environmental Health Officer
- School Health and Environmental Programme Officer

School Health Education Programme (SHEP) coordinators are to be replicated in all the districts on the North. They are to help school children understand and internalize the importance of clean hands to health and hygiene promotion.

The coordinators who attended the May 2005 workshops reported that water and soap are provided on the verandahs of the schools but none close to the toilets resulting in children visiting the toilets and forgetting to wash their hands.

The weaknesses of the various partners came into sharp focus during the diagnostic and assessment phase. Despite the number of workshops held by the WAWI organizations, gender mainstreaming has not been fully understood to enable them translate into action plans and programmes. The Gender Focal Persons will remain ineffective because the institutions they represent do not fully understand what is required to achieve gender mainstreaming in their work.

A. Water AID/New Energy

One organization whose Gender Focal Person is making serious attempts to get her organization to mainstream gender is the Water AID Gender Focal person. A series of gender workshops initiated by Water AID and the other two organized by WAWI (Feb 2004 & June 2005) followed by a Gender Audit and a dissemination workshop for all project officers and gender focal persons to move the agenda forward. I assisted her to draw up terms of reference for the nine (9) gender focal persons nominated. With the Water AID collaborators only New Energy is a WAWI partner.

The Water AID Country Programme is for the period 2006-2010 and her input and influence will enhance the organization.

At the Water AID Gender Audit dissemination a coordinator asked me a pertinent question – “what has gender got to do with water and sanitation?” I engaged the coordinator in a discussion to explain gender in relation to water and sanitation. The attitude of most male coordinators enabled me to revise my approach to reflect on such basic concepts of gender awareness in building the capacity of project officers and all officers associated with the project.

This approach of ensuring a basic understanding of gender concepts and how they can be integrated into projects influenced the design of the New Energy Gender Mainstreaming Awareness workshop for all staff at their retreat centre.

B. UNICEF

During the diagnostic and needs assessment UNICEF requested for gender training for its focus support groups in the districts and not UNICEF personnel in particular because they considered that the training of support groups at the district level will be the most effective way to change attitudes of men, women and children in the communities and schools.

C. WINROCK

The project officer works in collaboration with World Vision (WV) in the seven Area Development Projects (ADP).The overall goal is to improve the nutritional status and income of farmers by promoting effective and efficient use of water for the production of high-value crops through micro-irrigation. The gender dimension of this project is how to include the equitable allocation of demonstration sites to both men and women farmers. The project ended with allocating 40% of resources to women and 60% to men.

The project officer has been able to incorporate gender concerns in his work with the farmers as a result of technical assistance received from the WAWI National Gender Consultant.

D. World Vision

A diagnostic and needs assessment of the seven ADPs of WV were undertaken and durbars to elicit specific gender constraints were planned. These durbars could not be implemented due to the disruption from ARD. This made it difficult to provide individual technical assistance to the ADPs and also explains why the ADPs were not fully represented at the June 2005 WAWI gender mainstreaming workshop.

The success of the UNICEF focus groups, Water AID/New Energy and WINROCK are because technical assistance was provided at the individual level.

II What has worked well and why

1. Provision of Individual Technical assistance to WAWI partner organizations
 - a. I was able to identify gaps during the diagnostic and assessment phase, which fed into the planning of activities to achieve the objectives of gender mainstreaming.
 - b. I used dialogue and asked pertinent questions to identify gaps without necessarily belittling the efforts of partners.
2. National Gender Mainstreaming workshop
 - a. My terms of reference indicated that this should be done in collaboration with the team leader. My team leader was unable to participate in this workshop but I went ahead and executed a highly successful workshop.
 - b. The workshop was successful because I made adequate preparations for it such as :
 - i. Consultations with partners as to the objectives and content of the workshop ahead of time
 - ii. Preparation of appropriate materials and handouts
 - iii. The short term involvement of the guest consultant who is a long time colleague and training partner
 - iv. The active collaboration of the 3 Gender Focal Persons from Water AID, New Energy ,World Vision and representatives from the Institute of Local Government and the MoLGRD and MOWAC
3. Partners who attended the June WAWI gender mainstreaming workshop were assisted individually to develop work plans with clear objectives and indicators

to enable them monitor clearly changes in gender relations in their projects during the last quarter.

III What did not work well and why

Facilitation of national level gender working groups could not be institutionalized because the requirements for the establishment of a gender working group outside the existing WAWI working group would have proven difficult. I attempted to find out if the existing WAWI gender working group could serve as a forum to discuss gender specific issues. I discovered that different persons attended the meetings and the gender focal persons from the 2 main WAWI partners (World Vision and Water Aid/New Energy) were never invited to these meetings.

Since UNICEF hosted the meetings, I conveyed my request to attend the meeting in order to discuss my proposal of incorporating gender concerns and issues. I was invited on two occasions but could not attend due to disruptions in my travel plans by ARD.

Within the existing WAWI working group if the World Vision, Water Aid or District Assembly Officer, the Gender Focal Person at the Tamale Metropolitan Authority and the NGC were invited, we could have influenced the flow of discussions. It would have been useful for me to attend the WAWI group monthly meetings because I would have negotiated for a slot as discussed with UNICEF. This would have been a great opportunity to enlighten members and heighten their awareness about the importance of gender mainstreaming.

In my June 2005 quarterly report, I indicated that the June gender mainstreaming workshop created the momentum and laid the foundation for the facilitation of national level gender working groups in Tamale. The stakeholders who attended the workshop were willing to attend a meeting in Tamale to share their experiences based on their individual projects. (Please refer to the summary of participants action plans attached to the June 2005 quarterly report).

Logistical problems could have been resolved because partners could rotate to host this group. It would have entailed only the payment of transport allowance and snacks. I could have easily facilitated this if WV or UNICEF who commanded more resources would support the initiative. This again goes back to the lack of support from WAWI secretariat.

I consider the aftermath of the June 2005 workshop a missed opportunity for the follow-up on activities of the partners and particularly for the establishment of the gender working group.

IV Ways that the National Gender Consultant (NGC) could be supported

I. The NGC should have formal links with the WAWI secretariat

My experience with the secretariat has not been the best. I personally informed them of my activities but they have not written or shared any information. There was very little cooperation from them in terms of support for ongoing activities in the field which often overlapped with their own planned activities of which I was never made aware until I arrived in Tamale.

The NGC was not part of the planning of the WAWI programme. I must frankly state that if ARD had not interfered unnecessarily with my work (through disruptions to planned schedules etc) I would have made a greater impact by negotiating time to undertake planned activities with the partners myself. That flexibility was lacking and also stifled the smooth progress of the programme.

ARD did not understand why I should visit the ADPs of WV and hold durbars etc. From my observation ARD took a top down approach throughout the implementation of the programme. A case in point is the formation of gender working groups. Gender working groups cannot be functional or effective unless they have case studies and useful experiences to share and learn from. It is a test of the commitment of the WAWI partners here in Ghana. The collaborative relationship among the actors did not work well and this affected my work.

2. The WAWI Secretariat

The Secretariat failed to participate or lend support to the NGC. It provided no information whatsoever on its activities and was most distant from the activities of the NGC. It was busy with the hardware aspect (building boreholes etc) of the project to the detriment of the software aspect (building and changing gender relations within the communities). The NGC was at best an external agent of WAWI and not part of the WAWI team here in Ghana. I personally did not feel as part of the WAWI team.

V Lessons Learned

1. The collaboration among the actors did not work well to achieve the main objectives of the programme because of the bureaucratic nature and misunderstanding and erroneous assumptions of the nature of work to be undertaken by the NGC – an example is the confusion as to which of the collaborators is responsible to approve the work plan of the NGC.
2. The lack of a common understanding of the purpose of the project by ARD accounted for the lack of support to the implementation of planned activities by the NGC.
3. Infrequent and poor communication between ARD and the NGC hindered the smooth running of the programme. Some of the issues that arose were unnecessary and were not adequately dealt with in a timely manner.
4. It appeared to me that the goals and objectives of this programme were secondary to the administrative routines and demands of ARD – an example is the delayed approval and receipt of funding to carry out planned gender mainstreaming activities some of which were never implemented.
5. In the case of Ghana, the WAWI secretariat should have been responsible for liaising with the NGC and not with ARD which could have enhanced communication and saved a lot of funds.

VI Recommendations

1. Future programmes should minimize misunderstanding among actors by clearly spelling out the specific roles and responsibilities of the various actors through roundtable discussions.
2. The goals and objectives of the programme should be a priority in terms of support from the various actors particularly the WAWI secretariat and ARD.
3. The NGC should be given more flexibility to effectively carry out planned activities to achieve the goals and objectives of the programme if really she is the link on the ground among all the WAWI partner organizations.
4. Improved administrative procedures are needed to enhance implementation of planned activities of the NGC.
5. A comprehensive review of the programme and the scope of work should be carried out to reflect the concerns of individual partners prior to the commencement of the next phase.
6. The conceptualization, design and implementation plan of the programme should be extensively reviewed to incorporate the views of the NGC.
7. The duty station of the NGC should be in Tamale since there was minimal interaction with the WAWI secretariat in Accra. It is also not cost-effective and too far removed from the partners that the NGC needed to work closely with.
8. Follow-up with partners is important to evaluate their progress in meeting the objectives and targets of their action plans.

4^e RAPPORT SEMESTRIEL DE DEVTECH

Aissé Diarra, Bamako, Mali

I. INTRODUCTION

Après l'atelier de WAWI sur : Genre : **EAU, HYGIENE/ASSAINISSEMENT** tenu à Bamako du 7 au 10 juin 2005, la consultante a mené des activités allant dans le sens de la prise en compte des recommandations faites par les participants. Il s'agit :

- L'élaboration du rapport de l'atelier et les échanges avec la consultante principale,
- La restitution de l'atelier à la réunion des partenaires de WAWI,
- Les contacts et discussions avec les partenaires ayant sollicité un appui,
- La tenue de mini workshop et journées de discussion sur le genre dans les communautés d'intervention.

2. ACTIVITES REALISEES

2.1 Elaboration du rapport de l'atelier :

Le rapport de l'atelier a été élaboré en juin par la consultante et envoyé à la consultante principale. Après des échanges sur les points à améliorer, le document a été envoyé à DEVTECH qui l'a finalisé après des échanges avec les consultantes.

2.2. La restitution de l'atelier aux partenaires de WAWI

La restitution de l'atelier a été faite aux partenaires de WAWI lors de la rencontre périodique qui a eu lieu le 5 juillet dans la salle de réunion de la Direction Nationale de l'hydraulique. Elle a porté sur les participants et le contenu de l'atelier et surtout l'application des recommandations faites. Les participants à la réunion ont remercié ARD et USAID's office of Women In Development pour cette initiative.

2.3 Discussions avec les partenaires

Au mois d'août certains partenaires ont sollicité la consultante pour un appui. Il s'agit de : Global 2000, le Programme National de Lutte contre la Cécité, les partenaires de WaterAid (Jigi, AMPDR, AMASBIF, ALPHALOG) la Direction Régionale de l'Hydraulique de Ségou, la Direction Régionale de la Promotion de la Femme, de l'Enfant et de la Famille de Ségou. Les discussions ont permis de programmer les activités et surtout de définir le contenu de l'appui. Un programme a été élaboré et envoyé à DEVTECH et à la consultante principale.

2.4 Les sessions de discussion du genre

Au total, il y a eu cinq sessions organisées avec différentes cibles. Ce sont

Structures	Cibles	Thèmes	Durée
AMPDR	Associations de femmes et relais hommes	Introduction au genre et rôle des associations de femmes	Dialakoroba
Jigy	Membres du comité de gestion et comité de soutien de Nafadji et Doumanzana	Relation du genre dans le projet de Nafadji	Nafadji
Global 2000 et PNLC	Associations de femmes de Tominian et Mandiakui	Notions de genre et importance de sa prise en compte dans la lutte contre le trachome;	Tominian
DRHE de Ségou	Services, GIE et ONG d'eau, hygiène et assainissement	Notions de genre son importance dans les projets de développement	Ségou
AMASBIF	Notions de genre et son importance dans les projets	Membres du comité de gestion et comité de soutien	Korofina Sud (Bamako)

Ces ateliers et journées de discussions ont été appréciés par les participants qui ont demandé l'approfondissement de la question de la prise en compte du genre.

3. INSUFFISANCES

Il n'a pas été possible d'apporter un appui à tous les partenaires à cause du calendrier chargé de certains partenaires.

Jusqu'à la fin du contrat, certains partenaires n'ont pas répondu aux sollicitations de la consultante.

4. CONCLUSION

L'après atelier a été intéressant parce qu'il a permis aux partenaires à la base de connaître d'avantage les activités de WAWI et surtout l'appui pour la prise en compte du genre.

La présentation sur les notions de genre et surtout les inégalités du genre au Mali ont intéressé les femmes et les hommes présents aux sessions.

La documentation distribuée a été un élément de renforcement de capacité des coordinateurs et autres agents.

**Rapport Final
Aissé Diarra
Bamako, Mali, Novembre 2005**

**COMMENTAIRES SUR L'APPUI AUX PARTENAIRES DE WAWI POUR LA
PRISE EN COMPTE DU GENRE**

Durant une année, plusieurs activités ont été menées pour l'intégration du genre dans les activités d'eau, hygiène/assainissement par la consultante avec les partenaires de WAWI. Certaines ont été bénéfiques malgré les insuffisances notées.

I. POINTS POSITIFS

- **Le diagnostic :**
L'exercice a été positif car il a permis aux partenaires de connaître les forces et les faiblesses en matière de prise en compte du genre.
La restitution lors de la rencontre périodique des partenaires de WAWI a été appréciée par ceux-ci qui ont décidé de s'atteler pour la correction des insuffisances. Des copies ont été distribuées sur les points clés.
Le processus a été accepté par la majorité des partenaires qui ont répondu aux questions et mis des documents à la disposition de la consultante.
- **La participation de la consultante aux réunions périodiques et autres activités des partenaires de WAWI**
La réunion périodique a été une tribune pour la consultante d'expliquer et de faire comprendre l'utilité d'un appui pour la prise en compte du genre dans les activités d'eau potable, d'hygiène et assainissement. L'engagement du coordinateur de ARD et du directeur de World Vision a favorisé l'implication de la consultante de WAWI qui a été conviée à toutes les activités organisées par les partenaires.
- **L'atelier sur genre : eau, hygiène/assainissement**
L'atelier a permis aux agents des ONG et services techniques de l'état d'échanger sur les expériences de prise en compte du genre. Les services de l'hydraulique, de l'hygiène/assainissement n'étaient pas très familiarisés avec les notions de genre. La plupart étaient à leur première participation à un atelier sur les notions et les outils du genre. Ils ont déclaré qu'ils sont confrontés à des problèmes tels que : la mauvaise gestion des points d'eau par les comités composés surtout d'hommes, la non réparation des pompes, la non implication des femmes dans le choix des sites d'implantation du point d'eau, le type d'ouvrage à réaliser etc. Lors de l'étude de base, les agents réunissent hommes et femmes ou demandent seulement aux hommes de répondre aux questionnaires.
La prise de décisions est faite par les hommes ; c'est pourquoi, souvent la priorité est donnée par les hommes à l'abreuvement des animaux.
L'atelier a doté les participants d'outils pour identifier, mettre en œuvre, suivre et évaluer les projets selon le genre. Les exercices pratiques en salles ont renforcé leur capacité pour une application sur le terrain. Ces exercices ont été très appréciés (voir résultats de l'évaluation) parce qu'ils ont permis aux participants qu'ils peuvent résoudre les problèmes de genre qu'ils rencontrent sur le terrain. Ils ont à leur retour au bureau fait un compte rendu aux autres collègues et souvent fait un rapport.
- **Les visites de la consultante dans les ONG et services techniques**

Ces visites surtout dans les services comme la direction de l'hydraulique ont été une prise de conscience des chefs de division et autres responsables que la prise en compte du genre est capitale pour la réussite du projet d'hydraulique;

- **Le suivi de l'après atelier**

Des partenaires ont contacté la consultante de WAWI pour un appui à la restitution ou une orientation des autres agents qui n'ont pas participé à l'atelier. Le passage de la consultante de WAWI à Global 2000, au PNLC, à la Direction de l'hydraulique à Ségou etc. a permis aux partenaires à la base de comprendre l'appui de WAWI et surtout que l'intégration des hommes et des femmes dans la gestion en eau accroît l'efficacité et l'efficience des projets d'eau et d'assainissement.

- **L'appui de la consultante principale**

L'appui de la consultante principale a été bénéfique pour la consultante nationale en termes d'échange et de documentation. La documentation fournie par la consultante principale et la firme DEVTECH a permis à la sociologue que je suis d'avoir une connaissance de la problématique de l'eau et de pouvoir faciliter un atelier sur genre : Eau, hygiène/assainissement. Pendant toute l'année, elle a répondu rapidement aux sollicitations de la consultante nationale. Sa participation ainsi que celle de la consultante du Niger à l'atelier de Bamako a facilité le travail de la consultante nationale. Une seule personne ne peut pas conduire un tel atelier. La comptabilité de l'atelier serait difficile sans l'appui de la consultante principale.

- **L'appui du bureau de l'ARD à Bamako**

Le personnel de l'ARD a appuyé la consultante dans les préparatifs de l'atelier en s'impliquant dans l'invitation des partenaires et en appui/conseil, la reprographie. La participation de son personnel a été appréciée en termes de partage d'expérience.

2. SUCCES EN TERME D'INDICATEURS

Les outils de l'analyse genre sont disponibles au niveau des agents des structures partenaires;

L'information des hommes et des femmes des communautés concernées sur l'importance du genre dans les activités d'eau, hygiène et assainissement a été faite ;

L'orientation des autres agents des services en genre et développement a été un succès à la DRHE (Direction régionale de l'hydraulique et de l'énergie) de Ségou.

A mon avis, les services de l'hydraulique ont tiré des bénéfices de l'appui parce qu'ils n'ont pas tous eus l'opportunité de recevoir une telle formation. Les responsables et les agents techniques ont expliqué lors du diagnostic qu'ils rencontrent des difficultés sur le terrain à cause de leur manque de formation en genre. Le bien fondé de l'atelier a été la demande d'appui formulée par la DRHE de Ségou pour un approfondissement des connaissances et surtout les échanges avec les autres acteurs.

3. INSUFFISANCES/FAIBLESSES

La non définition des indicateurs de progrès et de suivi avec les partenaires,

La faible implication des partenaires de WAWI dans les activités menées

Dès le début du processus, il y a eu des réticences de certains partenaires qui ont avancé l'idée qu'ils ne bénéficient pas de financement de WAWI. Ceux-ci n'ont pas perçu le bien fondé de l'appui. D'où leur manque d'intérêt pour le processus.

A part l'atelier, auquel les partenaires ont répondu quantitativement et qualitativement, leur participation aux autres activités (diagnostic, suivi etc.) a été très faible. Les reports de rendez vous, le manque de contact. C'est surtout la consultante qui a pris contact avec les partenaires. Certains n'ont jamais répondu à l'offre d'appui de la consultante.

La rencontre périodique des partenaires de WAWI, qui ne dure que deux heures ne permet pas d'approfondir la question du genre. Au sein des structures, il n'y a pas de briefing sur la prise en compte du genre qui remonte à la consultante.

Les agents techniques qui sont sur le terrain ne participent pas à la rencontre des partenaires de WAWI. Ils sont les mieux disposer à parler des problèmes genre qu'ils rencontrent.

La dernière réunion des partenaires de WAWI date de juillet 2005. La consultante n'a pas pu donner d'information sur l'évolution des activités après l'atelier parce qu'il n'y a pas eu de réunion.

La création d'un bulletin mensuel ou trimestriel afin de partager les informations n'était pas réaliste. La production est trop compliquée et demande du travail; donc il faut que l'idée soit partagée avec les partenaires, afin qu'ils fassent un programme de publication avec des délais de dépôts de l'information à partager.

4. SUGGESTIONS

Les Termes de Référence de l'appui doivent être élaborés avec les partenaires de WAWI, le bureau de ARD et USAID afin de savoir ce qu'ils rencontrent comme difficultés dans la mise en œuvre de leurs programmes et ce qu'ils attendent de la consultante nationale.

Il faut que le coordinateur de ARD et la consultante définissent les critères de choix des partenaires avec qui travailler. Tous ceux qui sont au sein du réseau de partenaires WAWI ne sont pas intéressés par l'appui en genre. Certains disent qu'ils prennent le genre en compte, alors qu'il y a des insuffisances et d'autres n'en veulent pas parce qu'ils ne reçoivent pas d'argent. Un atelier de discussion de l'année d'appui et des perspectives peut résoudre ces difficultés.

Une programmation des activités à mener et d'élaboration des indicateurs à suivre doit être faite par les partenaires concernés (partenaires de WAWI, ARD) et la consultante en un atelier d'un jour. Des indicateurs seront définis.

Il faut instituer une séance de restitution des indicateurs de progrès de la prise en compte du genre dans les programmes respectifs.

Les services techniques de l'hydraulique, de l'assainissement sont les laissés pour compte en terme de prise en compte du genre. Etant les services pérennes, la consultante doit mettre un

accent particulier sur le renforcement de leur capacité en genre afin qu'ils puissent résoudre les problèmes qu'ils rencontrent.

Il serait important d'avoir un noyau de formateurs au sein de ces services pour la formation des agents et surtout pour un appui permanent à l'intégration du genre dans les activités quotidiennes. Ce noyau veillera à la formation des agents et à leur accompagnement sous la conduite de la consultante.

WAWI doit appuyer la Direction Nationale de l'Hydraulique dans la relecture du Code de l'Eau pour l'intégration du genre. Cela va au-delà de l'appui de la consultante.

La consultante doit appuyer à la constitution d'une documentation sur l'intégration du genre dans les projets d'eau, hygiène/assainissement. Elle sera appuyée par l'ARD ou la consultante principale ou la firme de gestion (si tel est le cas)

Il faut prévoir des minis workshop selon le centre d'intérêt des groupes régionaux à la place d'un atelier national.

La nouvelle phase de l'appui doit aussi prendre en compte l'intégration du genre dans les plans des partenaires. Cette activité n'a pas eu un écho favorable la dernière fois parce que certains partenaires n'en avaient pas.

Rapport trimestriel DEVTECH : juillet-novembre 2005
Mariama Amadou, Niamey, Niger

Conformément au plan d'action révisé pour tenir compte de la prolongation du contrat jusqu'au 1^{er} novembre, les activités du trimestre avec les partenaires de WAWI ont porté sur les discussions avec les partenaires de Niamey, les activités de suivi des résultats du grand workshop de juin 2005 et de la tenue de l'atelier de restitution.

Il faut noter que, compte tenu des difficultés inhérentes au fonctionnement de WAWI et surtout de la situation de famine au Niger, nous avions attiré l'attention de DEVTECH sur le caractère indicatif de notre plan d'action.

En ce qui concerne la 1^{ère} activité, les partenaires suivants ont reçu notre visite : HKI, ITI, WORL VISION, LIONS CLUB, ministère de l'hydraulique ; Avec ceux ci nous avons discuté de la nécessité de la tenue de l'atelier de restitution et aussi des propositions de dates pour sa tenue.

De part sa position de chef de file et en raison de l'arrivée d'une nouvelle directrice, World vision a reçu trois visites. Ces visites nous ont permis de prendre contact avec la nouvelle directrice Mme Hortense Palm en vue de l'entretenir sur le processus d'accompagnement des partenaires WAWI sur la dimension genre. Nous sommes sortie rassurée de tous ces entretiens car la nouvelle directrice est sensible à la question et a promis tout son soutien pour un meilleur appui aux partenaires.

Avec les autres partenaires nous avons noté l'idée de la tenue d'un atelier de restitution a été accueillie favorablement car cet atelier viendra renforcer leurs capacités en matière de prise en compte du genre dans leurs projets et programmes avec l'apport d'outils d'analyse très pertinents déjà testés à Maradi.

La mission de suivi terrain

La mission de suivi a permis de visiter à deux reprises les partenaires de Maradi (Unicef, World Vision, Enseignement Supérieur, WAWI.) A Zinder, nous avons travaillé avec le Centre Carter (Global 2000), à Doungass (Magaria) le Maire participant au workshop de Maradi.

L'objet de la mission est de vérifier le niveau de mise en application des résultats de l'atelier de Maradi. L'essentiel de ces résultats tenait en les outils d'analyse genre administrés pendant l'atelier. Les participants étant sortis de l'atelier de Maradi avec des plans d'action par structure et des engagements personnels, il s'agissait pour nous de vérifier la mise en œuvre du plan d'action.

Pour l'essentiel, tous les partenaires ont conduit la 1^{ere} activité de leur plan d'action qui consistait à faire la restitution à leurs collègues de service. S'agissant de l'application des outils en situation de terrain, très peu de partenaires l'ont fait compte tenu de la priorité accordée par leurs structures aux activités entrant dans le cadre de la famine au Niger. Cette activité a mobilisé pratiquement pendant les mois d'août et de septembre tous les agents de Unicef, World Vision, Développement Social ; ce qui a rendu difficile la mise en œuvre des engagements pris. Quelques partenaires dans le cadre de l'aide alimentaire ont eu l'opportunité de faire référence à quelques outils pour assurer une bonne gestion des problèmes spécifiques des femmes et des hommes et ont obtenu de très bons résultats surtout en matière de prise de conscience des questions de genre par les hommes. Il s'agit de la Direction du Développement social et de deux agents de terrain de World Vision ADP de Kornaka, de Sabon Machi et du

bureau de la zone EST. Les quelques résultats sont loin de satisfaire nos attentes certes, mais des facteurs d'influence majeurs sont à la base de la perturbation du calendrier des partenaires ; Encore que tous ont pris l'engagement après les arrêts de travail pour congés, de tout mettre en œuvre pour lancer l'utilisation des outils participatifs d'action communautaire en matière de genre.

L'atelier de restitution

L'atelier de restitution n'a pas pu se dérouler dans les délais prévus pour les raisons évoquées ci haut mais également dans le souci de voir l'atelier organisé par le partenaire chef de file qui est Vision Mondiale. Nous assumons cet état de fait et signalons que ces 48 heures ne seront pas facturées à DEVTECH.

Au cours de cet atelier nous avons reçu la visite de Mr Diallo Abdoul de L'ARD, parrainage de Mme Hortense Palm directrice de World Vision. Au Sharon de l'AID et de Phil de l'ARD tous en mission à Niamey.

L'atelier a également reçu la visite de Mr Malé consultant de wateraid qui a profité de la présence des partenaires pour passer des informations Cet atelier s'est déroulé finalement les 9 et 10 novembre 2005 sous le sur un projet de plaidoyer en faveur des meilleures approches et engagement pour l'attente des objectifs du millénaire pour le développement.

Signalons que l'atelier de restitution a enregistré la présence de 12 participants représentant les partenaires suivants : AKI, ITI, PNLCC (programme national de lutte contre la cécité), lions club, World Vision, Ministère du développement communautaire et visait le renforcement de leurs capacités dans la maîtrise du cycle de projet et planification tenant compte du genre et spécifiquement la maîtrise d'outils d'identification, de programmation et de suivi évaluation. Tous les outils travaillés au workshop de Maradi ont été utilisés au cours de cet atelier de restitution. Ce sont :

- La carte de ressources d'un village, l'horloge, la grille accès contrôle des ressources, le tableau d'analyse des problèmes, la pyramide des problèmes, le suivi participatif etc.
- Les travaux de groupes et les discussions en plénière ont permis aux participants de comprendre la pertinence d'une approche participative du développement tenant compte du genre et ont pris l'engagement d'utiliser ces outils dans leurs pratiques de terrain pour espérer la prise en compte des besoins spécifiques des hommes, des femmes, des jeunes, des vieux, des pauvres, etc. bénéficiaires des projets.

Recommandations

La principale recommandation à l'issue de cet atelier est celle relative à l'insuffisance du temps accordé à une formation aussi importante, et pratique tenant compte dans sa méthodologie de leurs expériences personnelles. Il aurait fallu accorder plus de temps pour permettre l'examen d'études de cas toute chose à même de garantir un meilleur renforcement des acquis.

INTERVENTION DE LA CONSULTANTE NATIONALE EN GENRE Mariama Amadou, Niamey, Niger, Novembre 05

INTRODUCTION

Conformément au contrat qui la lie à WAWI, la consultante nationale en genre du Niger, Mme Amadou Mariama sous la supervision de la consultante internationale Jeanne Koopman et en collaboration avec celle-ci, a mené ses activités de septembre 2004 à Novembre 2005. Son mandat était le suivant :

- Faciliter l'installation de groupes de travail genre qui travaillent en partenariat avec WAWI dans le pays
- Apporter un appui technique direct ou complémentaire en matière d'analyse genre aux partenaires de WAWI et au besoin modifier leurs plans de travail en vue de prendre en compte l'aspect genre
- Conduire un des trois atelier prévu au plan national (4 jours) en vue d'apporter une formation additionnelle aux partenaires nationaux à l'utilisation d'outils d'intégration genre dans tous les aspects des

DÉROULEMENT DES ACTIVITÉS

I. Enquête de proximité

Dans le cadre de la réalisation du premier point de son cahier de charge, la consultante nationale du Niger a mené une enquête de proximité de janvier à février 2005 sur les sites des communautés urbaines de Niamey et de Maradi. L'objectif de cette enquête était d'avoir une vue des modalités de prise en compte de la problématique "genre et l'eau" dans les pratiques des partenaires ciblés ainsi que leur efficacité. C'est ainsi que 14 partenaires suivants ont pu être visités. Il s'agit de :

HKI, ITI, PNLCC, LIONS CLUB, World Vision, WAWI /Maradi , UNICEF/Maradi, les Ministères du Développement Social, de l'hydraulique, du développement communautaire, DREBA/ Maradi, DRESS/ Maradi, la Direction régionale de la Santé/Maradi, la Direction régionale de l'hydraulique/Maradi.

Il est ressorti de cette enquête les conclusions suivantes :

- Les partenaires considérés n'ont pas le même niveau d'internalisation de l'approche genre et des enjeux qui y sont liés.
- Une faible prise en compte de la problématique genre et eau dans les politiques et programmes des structures étatiques

En conséquence l'enquête a recommandé de favoriser l'institutionnalisation du genre ainsi la maîtrise de l'analyse genre chez les partenaires.

2. Atelier de Maradi

En réponse à ces recommandations, un atelier de formation sur « le genre et gestion des ressources en eau et assainissement » a été organisé du 31 Mai au 3 Juin 2005 à Maradi. Il regroupé les points focaux des partenaires suivants en raison de 2 personnes par structure : Le Ministère du Développement Social, UNICEF/Maradi, World Vision /Maradi, World Vision /Niamey, WAWI/Maradi, Centre Carter/Zinder, Direction régionale du Développement social/Zinder, Direction régionale de l'hydraulique/Zinder, Hydraulique/Magaria, la Commune de Doungas, DREBA/ Maradi, DRESS/ Maradi, la Direction régionale de la Santé/Maradi, la Direction régionale de l'hydraulique/Maradi, la Direction régionale du Développement social/Maradi, soit environ 30 participants . Il s'agissait de renforcer les capacités des cadres nationaux (des structures étatiques et des organisations partenaires de Wawi) sur le cycle de projet et la planification tenant compte du genre. De manière plus spécifique les aspects suivants ont été abordés :

- Actualisation des acquis sur le concept genre

- Problématique genre et ressources en eau
- Les outils d'analyse genre (identification, planification, suivi et évaluation)
- Gestion de cycle de projets genre sensibles

3. Suivi des résultats de l'atelier de Maradi

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5 . Points d'analyse

La question des indicateurs

Par rapport à ce sujet, la mission de suivi nous a permis de vérifier le niveau d'application des résultats du workshop. Les indicateurs principaux choisis par les participants sont ceux à même de vérifier les activités réalisées dans le cadre des plans d'action personnels. Ce sont alors des :

- Procès verbaux de réunion,
- des rapports d'atelier de restitution
- des rapports d'exercices villageois sur les outils etc.

A ce niveau, il y a nécessité de mettre en place avec les partenaires les meilleurs indicateurs pour suivre les objectifs, les effets, la satisfaction des bénéficiaires de projets eau et assainissement, le succès de nos formations d'une part et le succès des projets eau et assainissement, les impacts etc.

- Toujours pour la question des indicateurs, nous pensons que nous devons en choisir avec les acteurs des indicateurs pour chacune des étapes de leurs projets en se référant aux objectifs.
- Les indicateurs doivent être adaptés aux besoins des groupes concernés, c'est-à-dire les locaux car ce sont eux qui les utilisent.
- Toutes les données doivent être recueillis par sexe, par âge ou par groupe socio-économique.
- Il faut utiliser des indicateurs qualitatifs et quantitatifs.

La question des impacts

Les impacts positifs à moyen et long terme sur les cadres et les populations bénéficiaires pourraient être entre autres :

- Amélioration du niveau de sensibilité au genre
- L'allègement des tâches domestiques des femmes
- Amélioration de la qualité de l'eau
- Amélioration de l'état de santé des populations
- Amélioration de l'hygiène autour des points d'eau
- Amélioration du leadership féminin
- Amélioration du revenu des femmes etc... etc...

Le renforcement des capacités des cadres d'ONG et gouvernementaux

Tous les exercices conduits avec les acteurs sur la compréhension des concepts généraux du genre ont été des grands moments de débats contradictoires, chacun mettant en avant ses convictions, ses certitudes en fonction de ses éléments d'éducation, de culture, de religion mais aussi de la situation géographique de sa région d'origine. Certains concepts clés comme l'égalité, la discrimination sur la base du sexe etc... sont des concepts à polémique. Avec forces témoignages des uns et des autres, les cadres ont fini par comprendre que la notion de genre est galvaudée car elle est souvent interprétée comme signifiant que la femme est identique à l'homme ou bien une inversion des rôles ou la femme domine l'homme. Ils ont fini par se convaincre qu'au-delà de ce qui les distingue, les hommes et les femmes s'égalent dans tous les domaines de l'existence (économique, social, juridique, politique etc.)

Les outils de participation communautaire genre sensible utilisés pendant l'atelier ont démontré que cette égalité n'a de sens que si elle prend en compte des intérêts aussi bien communs que spécifiques des hommes et des femmes dans tous les domaines de développement et particulièrement dans le domaine du genre et la gestion de l'eau.

- Des exercices sur la différence entre le "sexe" et "genre" ont permis lors des sessions de faire ressortir les préjugés et les stéréotypes sociaux des participants en ce qui concerne les sexes masculin et féminin et d'étudier la véracité des stéréotypes et leur enracinement dans la société.
- L'élaboration de la carte des ressources, l'exercice sur l'horloge, la grille accès / contrôle, le tableau d'analyse des problèmes ont permis aux cadres de comprendre que la participation des bénéficiaires dans la prise de décision produit des projets plus efficaces et durables. Elles seront plus impliquées quant aux résultats et plus soucieux de réussir. La participation aide à casser le cycle de dépendance qui caractérise la plupart des projets de développement.
- La méthodologie utilisée au cours de nos ateliers garantit une participation qualitative de tous les participants car elle met l'accent sur leurs acquis, leurs expériences réussies d'hommes et de femmes de terrain toute chose qui garantit une pleine responsabilisation de ces cadres dans la gestion de projet eau et assainissement à sensibilité genre.
- L'intervention de la consultante internationale Jeanne Koopman nous a permis d'accéder aux informations clés sur les questions de genre, de nous initier à l'adaptation des outils d'analyse aux projets d'eau et d'assainissement. Jeanne est d'une grande expérience et sa supervision nous a évité sûrement des erreurs liées aux choix de certains outils techniquement complexes et de toutes les façons non adaptables à notre contexte de développement.

- Certains partenaires ont été plus disponibles que les autres encore que la non disponibilité de dernière minute liée à la situation de crise alimentaire est indépendante de leur volonté. Nous osons espérer que les nouvelles autorités de World Vision Niger oeuvreront dans le sens de mobiliser d'avantage les partenaires pour l'atteinte de nos ambitions.
- Si on devrait continuer cet appui, nous pensons qu'il faudra mettre beaucoup plus l'accent sur les actions de proximité à savoir des diagnostiques participatifs, des ateliers pratiques avec les agents et les communautés dans les villages pour voir effectivement la pertinence de l'utilisation de certains outils.
- Pour les responsables des structures gouvernementales partenaires de WAWI, il faudra réfléchir à un mécanisme pouvant assurer une meilleure institutionnalisation du genre dans les stratégies, les politiques, les programmes d'eau et d'assainissement afin de leur permettre de prendre en charge leur tâche de plaidoyer en faveur du genre.
- **La question de la synergie dans les actions des consultantes :**

Les échanges d'informations rendues possibles grâce à nos différentes Rencontres (réunions de planification, ateliers,) entre consultantes nous ont permis de partager nos expériences les mieux réussies en matière de genre et gestion participative de l'eau pour ainsi mettre à la disposition des partenaires que nous étions chargées d'accompagner, des outils pertinents d'identification, de planification et de suivi participatif de projets . Nous profitons de l'occasion que nous donne ce rapport pour apprécier la haute valeur pédagogique de ces rencontres et suggérer leur reconduction dans le cadre de futurs rencontres.

CONCLUSION

La plupart des activités prévues au cahier de charge de la consultante nationale ont pu être réalisées, même si on ne peut passer sous silence certaines difficultés liées principalement au manque de disponibilité de certains partenaires et au retard pris par rapport au calendrier de suivi et de l'atelier de restitution, en raison de quelques difficultés de fonctionnement au niveau de WAWI et de l'insécurité alimentaire.

PS.: La situation particulière du terrain ne nous a pas permis de travailler comme prévu par le work plan révisé. Ce work plan avait été élaboré avec la coordinatrice WAWI Maradi qui devait mettre à notre disposition la logistique nécessaire pour visiter les agents ADP dans les régions de Maradi et Zinder. Malheureusement cette coordinatrice était démissionnaire lors de notre déplacement de terrain.